

AGENDA and Notes: Inclusion and Diversity Team – Feb. 14, 2017

1. Team members – Jaime Abel, Abby Howe, Diane Engle, Baudilio Hernandez, Erin Renard, Carol Murphy
2. Team formed to address HLC components concerning diversity.
3. Ideas/action steps from discussions in May 2015:
 - Add language about diversity in the student handbook and send to those involved. **completed**
 - Check the website for possible inclusion of diversity language, including the Military pages. **completed**
 - Randy will see what data exists on population stats in the Barton Service area. **Carol will check on this.**
 - Randy will get an enrollment profile to see breakdowns.
 - Baudillo mentioned the 3% from Barton for his work with populations.
 - Consider a Diversity Committee. **Team being structured.**
 - Consider the Art Gallery for diversity exhibits.
 - Start with Great Bend campus – FYE programs? **FYE program is on hold.**
4. Website page has been added: Inclusion and Diversity
5. HLC standard and responses to what Barton currently does.

HLC Diversity Standard: The education offered by the institution recognizes the human and cultural diversity of the world in which students live and work.

What we do now on GB campus:

- *Course offerings such as World Literature, World Religions, World and Regional Geography, Cultural Anthropology, Tae Kwon Do, ESOL,...*
- *Campus organizations such as Gay Straight Alliance, HALO, Multicultural Society, Young Democrats*
- *Recognition of Black History Month*
- *Designation of gender non-specific bathrooms*
- *Updated policy language to include option for students to use a preferred name that matches their gender preference*
- *Inclusive language [Specifically ??]*
- *Gender equality in student activities such as Student Ambassadors, Dance Team, Student Senate*

- *Institutional commitment to providing access to higher education for a diverse group of students [including disabled, non-English speakers, developmental, nontraditional, all races and ethnicities]*
 - *Professional development activities to help staff and faculty understand the ways in which social group identifications [race, ethnicity, home language, social class, age, and disability] influence students and institution – workshops on speaking with international students, characteristics of students with developmental needs, cultural awareness*
 - *Displays in the Shafer Gallery showing cultural diversity, etc.*
6. Guiding Principles for Institutions of Higher Education and Effectiveness Rubric [handouts for 'homework']. **Members will go over before the next meeting and bring ideas / insights.**
 7. Draft of Team Charter – add to, revise, etc. [consider this a template]
Added to Duration and Time Commitment: minimum of two meetings per year.
Deleted “Terms of Office.”
Members discussed several ideas for professional development and for campus-wide activities. The Expected Results will be finalized at the next meeting.
 8. Next meeting – begin planning specific institutional procedures and activities